WE ARE HIRING!
Public Transit Bus Operators

$22.13/hour with Excellent Benefits Package
Join Our Talented Team of Public Transportation Professionals

Springfield Area Transit Company, *665 Cottage Street, Springfield, MA 01104*

Proudly Providing Fixed-Route Public Transportation
For the Pioneer Valley Transit Authority
Throughout Twenty-four Communities

Springfield Area Transit Company (SATCo) provides essential fixed route bus service for the Pioneer Valley Transit Authority throughout the greater Springfield, Holyoke, and surrounding areas. We are currently hiring **full-time** Public Transit Bus Operators. A commercial driver's license (CDL) with Passenger Endorsement and no Airbrake Restriction is required. If you currently hold a CDL license, jump-start your career today.

Don't have a CDL? You might be eligible for our *Bus Operator Trainee Program*. For more information, call our job line at 413-266-3838.

Position Summary
The Bus Operator's primary responsibilities are to safely and efficiently operate his or her assigned Bus on a specified route in accordance with the time schedule allotted for that route; transport passengers over specified routes to local or distant points according to time schedules; act as a "front-line" Customer Service Representative for the Company using sound judgment, communication skills, and professional knowledge to assist customers with information, resolve problems and conflicts where possible, and assure passenger safety; promptly and accurately complete all required associated reports and forms on a daily basis. Must be able to thoroughly learn and understand routes and transfer points, required fare structure, and knowledge of Bus Operation, as well as meet all legal requirements for Commercial Driving and License Regulations. Must possess excellent Customer Service Skills. Must be able to meet the physical demands of this position.

Medical Requirements
Public Transit Bus Operators must meet the DOT Medical Requirements for Commercial Licensing and are required to obtain and maintain a current DOT Medical Card at all times. All Job Offers are made contingent upon meeting the DOT Medical Requirements of the job and obtaining a DOT Medical Card.

Bus Operator Training Program
Upon hire, you will begin the *Bus Operator Training Program*. This program usually runs approximately 6-8 weeks and normally occurs Tuesday – Saturday, from 8:00am – 4:00pm. On occasion with advanced notice, this training occurs on a Monday- Friday schedule based on training topics and other factors. Therefore, some schedule flexibility is required during this training period.

Training Dress Code: The Training Dress Code includes a medium blue, long sleeved, button down, collared shirt, navy blue tie, dark blue khaki pants (with belt) and black closed-toed, non-slip shoes. Trainees are responsible for supplying their own clothing during the Training and Probationary Periods. A Uniform Allowance is available after successful completion of the Probationary Period.

Training Pay
Training is paid at $17.70 per hour. Once you complete all training, your pay will increase to the Bus Operator pay rate.

Bus Operator Pay Rate
Once you complete all training, your pay will increase to $22.13 per hour and will progress to the top rate of over $31.00 per hour over a 5-year period. Hourly rates will continue to increase thereafter based on the Collective Bargaining Agreement.

Benefits
Upon completion of 90-day probationary period, you will be eligible for our benefits package including Health, Dental, and Life Insurance, Short-Term Disability, Paid Time Off, Pension, and 401(k). We also provide uniform allowance, EAP services, free Bus Pass, and membership to our onsite fitness facility.

Workdays and Hours
All Bus Operator positions are full-time (guaranteed 40 hours per week). We provide bus service 363 days/year and operate from 4:20 a.m. – 12:00 midnight (Monday – Friday), with reduced service hours on weekends. Your work schedule and days off will vary depending on what you bid during the quarterly shift-bidding process (based on seniority). As a result, your work schedule and workdays will very likely include evenings and weekends until you attain higher seniority. Therefore, schedule flexibility is required.

Union Status
Following the 90-day Probationary Period, the Bus Operator is required to become a Bargaining Unit Employee and pay related Union Dues.

To Be Considered
If would like to submit your resume and brief cover letter after revieing this information, please follow the instructions in the "*Submitting your Resume*" tab.

Once we receive your resume, a Company representative may contact you to obtain additional information. Please be sure to include a current phone number on your resume. If you are selected for an Interview, SATCo's Office of Human Resources will notify you to schedule a time for an initial phone interview.

If you are selected for an in-person interview, please be aware of the following:

1. You will be asked to bring your current license and current driving record to the Interview, including driving records from any state in which you lived in the past 10 years. Driving records must reflect a safe driving history, especially within the most recent 7 years. Driving Records generally cannot be dated more than 30-days from the Interview date in order to be considered current. Your driving record must reflect a safe and responsible driving history.

   Helpful Tip: If you resided outside the State of Massachusetts, it is advisable to obtain your Out-of-State Driving Record/s as soon as possible since it can often take significant time to do so. Doing so will expedite RMV verification process if you are selected for an Interview.

2. You will be asked to complete an application packet and bring it with you to the interview.

If selected for one of our positions, please be aware of the following:

1. Based on DOT Regulatory Requirements, any Commercial Driving position you previously held within the past two years will be subject to verification of Drug and Alcohol Testing Records from those previous employers.

2. Candidates who are offered a position must pass a Pre-Employment DOT Physical and Drug Screen. We will schedule this appointment for you at our designated Medical Provider. We will also assist you with self-certifying your new medical card.

3. All Work History within the past 7 years must be verifiable to be considered for a Bus Operator position, especially Commercial Driving positions (e.g., for those who already have a CDL A).

4. Your post-offer Criminal Background Check (CORI) must not reveal any disqualifying criminal history.

5. Upon hire, the company will assist you with obtaining your DPU card if you do not already have one.

Remember, if would like to submit your resume and brief cover letter after revieing this information, simply follow the instructions in the "*Submitting your Resume*" tab.

We are an equal employment opportunity employer and a drug free workplace.

We welcome your resume submission and look forward to hearing from you!